CEDEFOP

Employment and Trade/Professions Directory

Répertoire Emplois Métiers (REM)

POLICY INSTRUMENT　　🇧🇪 Belgium

Description

Country	🇧🇪 **Belgium**

Focus area

> MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE
>
> *The REM is a directory which is at the disposal of job-seekers, businesses as well as the AMEF (Analysis of the employment and professions market) and the FOREM IT service (FOREM being Wallonia's public service provider for employment and vocational training). To better enable the mobility of Belgian workers, numerous cooperation agreements have been signed in relation to different regions of Belgium. Furthermore, in developing the REM, collaborations are also taken up with different sectors so to better reflect the situation on the ground. Ultimately this Directory serves to identify the current employment and professions situation in Wallonia.*

Link

http://www.unipso.be/?rubrique69#:~:text=Le%20R%C3%A9pertoire%20Emploi%20M%C3%A...

Implementation level

> REGIONAL

Legal base

Developed by UNIPSO which is an intersectoral confederation of private and public employers from the social sector of Wallonia and Wallonia-Brussels Federation. Article 3 of the UNIPSO statute defines its goals which could be a basis for the development of REM (Statute link (in French): http://www.unipso.be/IMG/pdf/statuts_unipso_ag_23-05-2014.pdf)

Starting period

Specific year that initiative became operational is unclear. Before the REM, the French 'Répertoire Opérationnel de Métiers et des Emplois' (ROME, translating to the Operational Directory of Employment and Trades/Professions) seems to have been relied on

Perspective	As a directory of varied employment positions and professions, the REM can be based on both quantitative and qualitative data which corresponds to skill forecasts and foresight activities respectively

Policy area	EMPLOYMENT

Funding	FUNDED BY REGIONAL GOVERNMENT

Skill mismatch

Skill mismatch target	By gathering data on job seekers' skills and employers' offers, most, if not all, the mismatches hereby provided are addressed. This is the REM provides an overall picture of qualifications, shortages, gaps, and developing labour market offers.

OVERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE ABOVE THEIR JOB'S NEEDS)

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)

SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

Skills matching focus	OTHER *Directory keeps track of both, job-seekers' skills and competences; as well as, employers' requirements and job-offers which enables better skills matching*

Skills delivered	JOB SEARCH SKILLS *But only indirectly as REM is not explicitly aimed at bettering skills* CAREER MANAGEMENT SKILLS *But only indirectly as REM is not explicitly aimed at bettering skills*

Methods

Methods

REAL-TIME LABOUR MARKET INFORMATION (E.G. BIG DATA ANALYSIS OF JOB ADVERTISEMENTS, CVS)

The REM is a directory based on varied nomenclatures which can be used by both job seekers and employers alike in the development of individual 'job seeker' profiles and job offers respectively, hence providing real time labour market data and information.

Use of skills intelligence

INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

The REM can be used by individual service providers who assist job-seekers. As such, it is a LMI tool that enables the development of individuals' profiles and better assists them in their job-searches

OTHER

Employers and enterprises also have access to the REM which enables them to use LMI to develop job offers or present new positions (which are not necessarily included in the REM).

Stakeholders

Main responsible body

SOCIAL PARTNER: EMPLOYER ORGANISATION

UNIPSO, Representative Confederation of Social Employers and Enterprises

REGIONAL PES

FOREM (Wallonia PES) assists in grouping REM activities on the basis of competences and interacts with varied sectors to validate Rem files

Other involved organisations

SOCIAL PARTNER: EMPLOYER ORGANISATION

UNIPSO is composed of and supported by 29 employers' federations which assist in the general activities of the confederation which includes the REM

REGIONAL PES

ACTRIS (Brussels PES), ADG (German community PES) and VDAB (Flemish PES) collaborate with UNIPSO to gather cross-regional data

OTHER

Varied sector specific actors are consulted (as conducted by FOREM) to build up and validate REM files

Beneficiaries

Sustainability

Success factors

Main success factors for this initiative relate to the propagation of the REM system. Accordingly it is being used by numerous individual service providers, business service providers, and regional PESs, for the development of individual job-seeker profiles, the provision of job offers and the creation of job offer databases respectively.

Monitoring and evaluation

Measuring the progress of the REM initiative is rather limited. To consider its success, one should consult all the service providers which rely on the REM system. Presently, the REM has been characterised as a replacement for the precedent ROME meaning that it has taken its place as a main initiative. Policy evaluations and impact assessments do not seem to have been conducted yet.

Updates

NO

The REM directory is updated regularly with jobs, professional positions, trades, etc.

Sustainability

As a system that is relied on by service providers to job-seekers (to create their profiles and present job offers) and employers (to better identify job offers and present new positions), and as it is continuously updated, the REM is very sustainable.

Other instruments in Belgium

- Competent based matching
  Competent
- List of professions with worker shortages
  Knelpuntberoepenlijst
- Local 'Basin' Authority for Qualifying Education, Training and Employment
  Instance Basin Enseignement qualifiant – Formation – Emploi (IBEFE)
- Online Courses
  Online Cursussen
- Promising Professions

Métiers Porteurs
- view.brussels
  view.brussels